

AMENDED IN SENATE MARCH 29, 2016

SENATE BILL

No. 933

Introduced by Senator Allen

February 2, 2016

An act to add Chapter 3.9 (commencing with Section 44790) to Part 25 of Division 3 of Title 2 of the Education Code, relating to teachers.

LEGISLATIVE COUNSEL'S DIGEST

SB 933, as amended, Allen. Teachers: California Teacher Corps Act of 2016: teacher residency programs.

Existing law establishes a system of public elementary and secondary education in this state. Existing law establishes local educational agencies, including school districts and county offices of education, throughout the state, and authorizes these agencies to provide instruction to pupils in kindergarten and grades 1 to 12, inclusive.

This bill would ~~establish~~ *enact* the California Teacher Corps Act of 2016, under which the Superintendent of Public Instruction would make grants to applicant ~~high-need~~ local educational agencies and ~~high-need consortium consortia~~ of local educational ~~agencies, as defined, agencies~~ to assist these agencies in establishing and maintaining teacher residency programs, as defined. The teacher residency programs established by the bill would be defined as school-based teacher preparation programs in which a prospective teacher would teach alongside an experienced mentor teacher, as defined, while also receiving teacher training instruction in a teacher credentialing program in a qualified institution of higher education. The bill would establish eligibility standards for persons who apply for participation in the teacher residency programs established by the bill.

The bill would provide that its provisions would not be implemented unless funding for its purposes is provided in the annual Budget Act or in another statute.

Vote: majority. Appropriation: no. Fiscal committee: yes.
State-mandated local program: no.

The people of the State of California do enact as follows:

1 SECTION 1. Chapter 3.9 (commencing with Section 44790)
2 is added to Part 25 of Division 3 of Title 2 of the Education Code,
3 to read:

4
5 CHAPTER 3.9. CALIFORNIA TEACHER CORPS
6

7 44790. This act shall be known, and may be cited, as the
8 California Teacher Corps Act of 2016.

9 44791. The Legislature finds and declares all of the following:

10 (a) The shortage of qualified teachers in California is reaching
11 critical levels in a number of teaching areas.

12 (b) Education experts agree that shortages of effective teachers
13 in high-poverty schools and in specific teaching fields create a
14 need for high-quality teachers who will enter, stay in, and be
15 effective in, these areas.

16 (c) At least 30 percent of new teachers leave the profession in
17 the first five years, and the proportions are generally higher in
18 low-income communities.

19 (d) Teacher shortages and high teacher turnover rates have a
20 negative impact on pupil achievement and the quality of education.

21 (e) Successful teacher preparation programs, and providing
22 ongoing support, can make novice teachers effective more rapidly
23 and can reduce teacher attrition.

24 (f) Many new teachers lack such support, and, as a result, leave
25 the profession.

26 (g) Teacher candidates must see expert practices modeled, and
27 must then practice them with ongoing mentoring support. Teacher
28 preparation often lacks adequate or sufficient opportunities to learn
29 under the direct supervision of expert teachers working in schools
30 that effectively serve high-need pupils.

31 (h) It is critical to develop programs that increase the probability
32 that recruits will succeed and stay in the high-need classrooms

where they are needed. Because many teacher candidates choose to teach where they grew up or went to college, it is important to have strong programs in hard-to-staff urban and rural locations. Teacher residency programs effectively build teacher supply, since they recruit and prepare candidates in the school districts that sponsor them, in partnership with local preparation programs. Teacher residency programs have demonstrated the capacity to recruit, prepare, retain, and provide effective support for teachers in high-need schools.

44792. For purposes of this chapter, the following terms have the following meanings:

(a) “Experienced mentor teacher” means a teacher who meets all of the following requirements:

(1) Has at least three years’ teaching experience and a clear teaching credential in the field in which he or she will be mentoring.

(2) Has taught in a high-need school.

(3) Has a record of successful teaching.

(4) Receives specific training for the mentor teacher role, and engages in ongoing professional learning and networking with other mentors. Compensation shall be ongoing as long as the mentor continues to serve in the role prescribed by the program.

(5) Receives compensation or appropriate release time, or both, to serve as a mentor in the initial preparation or induction component of the teacher residency program.

~~(b) “High-need consortium of local educational agencies” means two or more local educational agencies, at least 50 percent of which are “high-need local educational agencies,” as defined in subdivision (c).~~

~~(c) “High-need local educational agency” means a local educational agency that is determined by the Superintendent to be among the highest 40 percent of local educational agencies in the state in terms of the percentage of unduplicated pupils, as defined in Section 42238.02.~~

~~(d)~~

(b) “Local educational agency” includes, but is not necessarily limited to, a school district, county office of education, charter school, or charter management organization.

~~(e)~~

(c) (1) “Teacher residency program” means a school-based teacher preparation program that is accredited by the Commission on Teacher Credentialing and in which a prospective teacher does all of the following:

(A) Teaches at least one-half time alongside a teacher of record, who is designated as the mentor teacher, for at least one full academic year while engaging in initial preparation coursework.

(B) Receives instruction in all of the following:

(i) The teaching of the content area or areas in which the teacher will become certified to teach.

(ii) Planning, curriculum development, and assessment.

(iii) Learning and child development.

(iv) Management of the classroom environment.

(v) The use of culturally responsive practices, supports for language development, and supports for serving pupils with disabilities.

(vi) Professional responsibilities, including interaction with families and colleagues.

(C) Receives tuition assistance that eliminates training costs and provides a living stipend.

(D) Attains a preliminary teaching credential upon completion of the program.

(E) Receives mentoring and induction support following the completion of the initial credential program necessary to obtain a clear credential and ongoing professional development and networking opportunities during his or her first years of teaching.

(F) Has the option of completing a master’s degree before completion of the program.

(2) A “teacher residency program” does all of the following:

(A) Seeks out academically able individuals who expand the racial, ethnic, gender, and linguistic diversity of the teaching force and meet hiring needs of the local educational agency for teachers in difficult-to-fill content areas and hard-to-staff schools. Admissions priorities are developed in concert with the hiring objectives of the local educational agency, which commits to hire graduates from the teacher residency program who obtain a preliminary teaching credential, pass the program’s ~~Teacher Performance Assessment~~ *teacher performance assessment* if that is a condition for receiving a license, and meet the standards set for hiring.

1 (B) Allows residents to learn to teach in the same local
2 educational agency in which they will work, learning the
3 instructional initiatives and curriculum of the local educational
4 agency.

5 (C) Groups teacher candidates in cohorts to facilitate
6 professional collaboration among residents, and places them in
7 teaching schools or professional development programs that are
8 organized to support a high-quality teacher learning experience in
9 a supportive work environment.

10 (D) Assigns a high priority to the recruiting of mid-career
11 professionals, military veterans, and recent college graduates as
12 prospective participants in the teacher residency program.

13 (E) Builds coursework for residents and mentors around the
14 classroom experience in ways that are aligned to pupil needs.

15 (F) Offers structured feedback and coaching systems organized
16 around the California Standards for the Teaching Profession to
17 ensure that participants engage in a meaningful classroom teaching
18 experience.

19 (G) Ensures that candidates are prepared to pass a teacher
20 performance assessment if that is required by the state as a
21 condition of the initial license.

22 (H) Maintains a program evaluation system that focuses on
23 continual improvement for residents, mentors, teacher education
24 faculty, and the teacher residency program itself.

25 (I) Is developed collaboratively with teacher representatives
26 within the local educational agency.

27 44793. From amounts made available to carry out this chapter,
28 the Superintendent shall make grants to ~~high-need~~ local educational
29 agencies or ~~high-need-consortium~~ *consortia* of local educational
30 agencies to assist those agencies to establish and maintain teacher
31 residency ~~programs~~. *programs, with preference given to local*
32 *educational agencies or consortia on the basis of their per pupil*
33 *allocation of funds as high-need local educational agencies defined*
34 *in Section 2102 of Part A of Title II of the federal Elementary and*
35 *Secondary Education Act (Public Law 107-110) for the most recent*
36 *school year.* These local educational agencies shall work with one
37 or more teacher preparation institutions, and may work with other
38 community partners or nonprofit organizations to develop and
39 implement teacher residency programs of preparation and
40 mentoring for prospective teachers who will be supported through

1 teacher residency program funds and subsequently employed by
2 the sponsoring local educational agency.

3 44794. (a) To be eligible to participate in a teacher residency
4 program under this chapter, a prospective participant shall become
5 enrolled simultaneously in a teacher credentialing program in a
6 university or college or other eligible institution that satisfies either
7 of the following conditions:

8 (1) It has entered into a written agreement relating to that
9 program with the ~~high-need~~ local educational agency or ~~high-need~~
10 consortium of local educational agencies that is the recipient of a
11 grant under this chapter.

12 (2) It has been determined to meet the requirements of Article
13 7 (commencing with Section 44320) of Chapter 2 by the
14 Commission on Teacher Credentialing.

15 (b) A participant in a teacher residency program under this
16 chapter shall, under the supervision of an experienced mentor
17 teacher, complete not fewer than nine months of teaching a class
18 or set of classes in a school chosen by the ~~high-need~~ local
19 educational agency that is the recipient of a grant under this
20 chapter.

21 (c) (1) A participant in a teacher residency program under this
22 chapter shall agree in writing to be placed, after successfully
23 completing the initial year of preparation, as a teacher of record
24 in a school within the ~~high-need~~ local educational agency.

25 (2) Placement under this subdivision shall be for a period of at
26 least four school years beginning with the school year that begins
27 after the participant successfully completes the initial year of
28 preparation and obtains a preliminary teaching credential. Once
29 licensed, a participant shall be eligible to be hired as a teacher in
30 a high-need, underserved area or in a high-need subject area. A
31 participant who fails to complete the period of the placement, or
32 the first four school years of the placement if the period is more
33 than four school years, is required to pay back the cost of the
34 training on a pro rata basis, relative to the amount of time served
35 in proportion to the total pledged.

36 (d) If a participant is unable to complete an academic year of
37 teaching, that academic year may still be counted toward the
38 required four complete and consecutive academic years if any of
39 the following occur:

1 (1) The participant has completed at least one-half of the
2 academic year.

3 (2) The employer deems the participant to have fulfilled his or
4 her contract requirements for the academic year for the purposes
5 of salary increases, tenure, and retirement.

6 (3) The participant was not able to teach due to the financial
7 circumstances of the local educational agency.

8 (4) The participant has a condition covered under the Family
9 and Medical Leave Act of 1993 (FMLA) (Section 230.8 of the
10 Labor Code) or similar state law.

11 (5) The participant was called or ordered to active duty status
12 for more than 30 days as a member of a reserve component of the
13 Armed Forces of the United States.

14 44795. (a) A grant under this chapter shall be for a period of
15 no less than three school years, and may be in an annual amount
16 up to thirty thousand dollars (\$30,000) per resident of the
17 jurisdiction of the local educational agency, as matched by that
18 local educational agency, or a total of two million dollars
19 (\$2,000,000) over three school years, as matched by that local
20 educational agency, whichever is less. Funding may be applied to
21 expenditures for any of the following: master teachers' stipends,
22 stipends and tuition for residents, teacher residency program
23 management, and costs of mentoring and induction following
24 initial preparation.

25 (b) The Superintendent may make ____ grants under this chapter
26 each fiscal year, commencing with the 2017–18 fiscal year. A
27 ~~high-need~~ local educational agency or ~~high-need~~ consortium of
28 local educational agencies shall not receive more than one grant
29 under this chapter in any fiscal year.

30 (c) To receive a grant under this chapter, a high-need local
31 educational agency or high-need consortium of local educational
32 agencies shall submit to the Superintendent an application at a
33 time, in a manner, and containing information, prescribed by the
34 Superintendent.

35 (d) The Superintendent shall award grants under this chapter
36 on a competitive-basis. *basis, with preference given to local*
37 *educational agencies or consortia on the basis of their per pupil*
38 *allocation of funds as high-need local educational agencies defined*
39 *in Section 2102 of Part A of Title II of the federal Elementary and*

1 *Secondary Education Act (Public Law 107-110) for the most recent*
2 *school year.*

3 (e) Of the amount appropriated to implement this chapter, the
4 Superintendent shall reserve up to 3 percent for an evaluation of
5 the program established under this chapter to determine its
6 effectiveness in recruiting and retaining high-quality teachers in
7 high-need teaching fields and high-need schools.

8 (f) A ~~high-need~~ local educational agency or
9 ~~high-need~~ consortium of local educational agencies that receives
10 a grant under this chapter shall provide matching funds in an
11 amount equal to 50 percent of grant funds provided to the local
12 educational agency under this chapter to carry out the activities
13 supported by the grant, which may be provided by community
14 partners, institutions of higher education, or others.

15 44796. This chapter shall not be implemented unless funding
16 for its purposes is provided in the annual Budget Act or in another
17 statute.